

WTAP-TV, WIYE-LD, WOVA-LD
EEO PUBLIC FILE REPORT
June 1, 2022-May 31, 2023

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Morning Meteorologist	6-10,13-15,17,18, 21-24,26,27,30,32,33	9
Technical Media Producer (Primary)	5-7,9,10,12-14,16-22,24, 27-31,34-36	16
Multimedia Journalist	3,6-15,17,18,21-30,32,33,35	10
News Producer/Anchor (Morning)	1-3,5-10,12-15,17,18,21-36,39	39
Media Account Coordinator	5-7,9,10,13,14,17,18,21,24, 27,29-31,35,36,37	9
Technical Media Producer (Primary)	5-7,9,10,12-14,16-22,24, 26-31,34,36,38	16
Creative Services Producer	5-7,9,10,13,14,16-21,24, 27-31,36,37	16
Multimedia Journalist	3,5-7,9,10,12-14,17,18,21-24, 26-36	9
Multimedia Journalist	3,5-7,9,10,12-14,17,18,21-24, 26-36	9
Assignment Editor	3,5-7,9,10,12-14,17,18,21-24, 26-36	10
News Anchor/MMJ (W/End)	1-4,6-10,12-15,17,18,21-27, 30,33,34,39	39
Technical Media Producer (MCO/Director)	5-7,9,10,13,14,17,18,21,24,27, 29,31,36	9
Media Account Manager	6,7,9,10,13,14,16-18,21,24,27, 29,37,38	9
Digital Content Producer/MMJ	3,5-7,9,10,12-14,17,18,21-36, 38	9
Technical Media Producer (MCO/Director)	6,7,9,10,13,14,16-18,21,24,27 29,31,36-38	37
Media Account Manager	6,7,9,10,13,14,16-18,21,22,24, 27,29,30,36,37	37
Media Account Manager	6,7,9,10,13,14,16-18,21,22,24, 27,29,30,36,37	9

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Mississippi State University 75 B.S. Hood Rd Mississippi State, MS 39762 662-325-3344 www.msstate-csm.symplicity.com *Martha Jones, Employee Relations	N	
2	NC State University 121 Peele Hall Campus B Raleigh, NC 27695 919-515-2396 www.ncsu-csm.symplicity.com *Marcy Bullock, Career Development	N	
3	Concord University 1000 Vermillion Street Athens, WV 24712 304-384-6035 www.collegecentral.com/concord/ *Sarah Beasley, Dean of Student Success	N	
4	Pennsylvania State University 201 Old Main University Park, PA 16802 814-865-4400 www.pennstate-csm.symplicity.com *Renee Kennedy, Career Services	N	
5	Bowling Green State University 225 Bowen-Thompson Bowling Green, OH 43403 419-372-2356 www.handshake.com *Sydney Shuai, Career Services	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	TVJobs.com PO Box 4116 Oceanside, CA 92053 800-374-0119 www.tvjob.com *Mark Holloway, Administrator	N	1
7	West Virginia Broadcasters Association 140 Seventh Ave. PO Box 8499 South Charleston, WV 25303 304-744-2143 www.wvba.com *Michele Crist, Administrator	N	
8	California University of Pennsylvania 250 University Avenue California, PA 15419 724-938-4412 www.handshake.com *Rhonda Gifford, Career & Professional Development	N	
9	INDEED.COM (Automatically posted from gray.tv/careers site)	N	25
10	Gray Television Inc. Website http://gray.tv/careers	N	5
11	West Virginia University-Parkersburg 300 Campus Drive Parkersburg, WV 26104 304-424-8246 www.handshake.com *Sandy Swisher, Career Services	N	
12	The University of Akron 302 E. Buchtel Avenue Akron, OH 44325 330-972-7747 www.handshake.com *Laura Carey, Career Services	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Eastern Kentucky University 521 Lancaster Avenue Richmond, KY 40475 859-622-1296 www.handshake.com *Cale Colbert, Academic & Career Advisor	Y	
14	West Virginia University PO Box 6201 Morgantown, WV 26506 304-293-2221 www.handshake.com *Rachael Conrad, Employer Relations	Y	
15	Syracuse University 900 S. Crouse Avenue Syracuse, NY 13244 315-443-1870 www.handshake.com *Kelli Young, Career Center	N	
16	REFERRALS (Employees, Clients, Vendors, etc.)	N	6
17	CAREERBUILDER.COM (Automatically posted from gray.tv/careers site)	N	
18	WTAP Website www.wtap.com gdmsupport@gray.tv	N	
19	Washington State Community College 710 Colegate Drive Marietta, OH 45750 740-885-5752 www.wscc.edu *Kathleen Temple-Miller, Dean of Student Success	N	
20	Washington County Career Center 21740 OH-676 Marietta, OH 45750 740-373-2766 www.thecareercenter.net *Penny Jenkins, Marketing Coordinator	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	The Ohio State University 281 W. Lane Avenue Columbus, OH 43210 614-292-OHIO www.handshake.com *Scott Kustis, Director of Industry Connections	N	
22	West Virginia Wesleyan College 59 College Avenue Buckhannon, WV 26201 304-473-8000 www.handshake.com *Jill Oakes-Kincade, Career Services	N	
23	The University of Mississippi University Circle University Park, MS 38677 662-915-7174 www.handshake.com *Terrye Davis, Career Services	N	
24	Ohio University 1 Ohio University Baker Center Athens, OH 45701 740-593-2909 www.handshake.com *Ginny Cottrill	N	
25	Michigan State University 220 Trowbridge Road East Lansing, MI 48824 517-355-9510 www.handshake.com *Karen Hanson, Career Services Director	N	
26	Point Park University 201 Wood Street Pittsburg, PA 15222 412-392-3950 www.handshake.com *Monica Ritter, Career Counselor	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	<p>Marietta College 215 5th Street Marietta, OH 45750 740-376-4645 www.handshake.com *Betsy Knott, Career Center Director</p>	N	
28	<p>West Virginia State University 5000 Fairlawn Ave 3 Institute, WV 25112 304-766-3251 www.handshake.com *Teresa Casto, Career Services Secretary</p>	N	
29	<p>Marshall University 1 John Marshall Drive Huntington, WV 25755 304-696-2370 www.handshake.com *Debby Stoler, Development & Outreach</p>	N	
30	<p>Kent State University 800 E. Summit Road Kent, OH 44242 330-672-3190 www.handshake.com *Craig Wilkinson, Academic Success Center</p>	N	
31	<p>Miami University 501 E. High Street Oxford, OH 45056 513-529-3831 www.handshake.com *Matt Yepez, Employer Relations</p>	N	
32	<p>University of Central Florida 4000 Central Florida Blvd Orlando, FL 32826 407-823-2361 www.handshake.com *Brian Creel, Career Development</p>	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	University of Missouri- Columbia 105 Jesse Hall Columbia, MO 65211 573-882-6801 www.handshake.com *Laura Peiter, Career Services Assistant	N	
34	University of Cincinnati 2600 Clifton Ave Cincinnati, OH 45221 513-556-6000 www.handshake.com *Glenda Neff, Career Services	N	
35	University of Kentucky 800 Rose Street Lexington, KY 40508 859-257-2746 www.handshake.com *Meghan Pippenger, Employer Relations	N	
36	University of Pittsburgh 4200 Fifth Avenue Pittsburgh, PA 15213 412-383-4473 www.handshake.com *Emily Bennett, Career Consultant	N	
37	LINKEDIN.COM	N	2
38	OTHER SITES	N	3
39	INTERNAL HIRE/PROMOTION	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			44

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Employee Training Programs	<p style="text-align: center;">August 30, 2022: Producer Workshop</p> <p>WTAP Evening Anchor/Producer and our Daybreak Morning Producer attended the Magid Producer Workshop in Nashville, TN</p> <p style="text-align: center;">January 18-20, 2023: AE Boost Training May 16-18, 2023: AE Boost Training</p> <p>Two members of our Sales team each attended one training meant to strengthen knowledge, confidence, and capabilities as an Account Executive.</p> <p style="text-align: center;">February 1, 2023: MMJ Virtual Training April 5, 2023: MMJ Virtual Training</p> <p>Two members of our News department each attended a virtual training meant to teach “MMJ Processes.” The Discovery, Reporting, Story Pitch and Production Processes needed for success.</p>
2	Job/Career Fairs	<p style="text-align: center;">Ohio University Arts, Media, & Marketing Career Fair February 7, 2023</p> <p>WTAP News Director attended this on campus event speaking with interested students in the field of Journalism/Media</p>
3	EEO Training	<p style="text-align: center;">April 20, 2023</p> <p>The Onboarding Manager attended the Webinar on EEO Policy. Training included rules for EEO recruitment, record keeping, and reporting. Training webinar was presented by Joan Stewart of Wiley Rein, LLP.</p>

4	Student Internship Program	Gray Television Future Focus Intern began at WTAP on May 22, 2023. This student is a previous Glen Wilson Broadcast Scholarship winner and student at Ohio University.
5	Outreach Programs	<p>GLENN WILSON BROADCAST MEMORIAL SCHOLARSHIP</p> <p>May 15, 2023</p> <p>WTAP awards this annual scholarship to an area high school student looking to join the field of Journalism/Communications. The program is administered through the Parkersburg Area Community Foundation.</p> <p>Funds for this scholarship are raised through a joint annual golf tournament, promotion through our broadcast networks, and attendance of meetings and events by our General Manager.</p> <p>May 19, 2023</p> <p>A Parkersburg High School student was awarded the 2023 scholarship, presented during the high school awards assembly, presented by our GM, Ken Long and evening Anchor/Producer.</p> <p>STATION TOURS AND SCHOOL VISITS</p> <p>June 26, 2022: High School Student Tour September 22, 2022: Meteorologist Presented at Trimble Middle School February 22, 2023: Home School Student Tour March 8, 2023: Church Group Tour</p> <p>November 22, 2022</p> <p>WTAP General Manager & Local Sales Manager attended Marietta High School Senior Career Day. In the fields of Marketing and Business Management, presenters were asked to define work ethics and goals to inspire the future workforce.</p> <p>October 6, 2022 & April 5, 2023</p> <p>WTAP Local Sales Manager presented on two occasions to Marietta College Marketing Class 201. Topics discussed were Interview skills, Consumer behavior, Marketing strategies & Website development.</p>

		<p>April 11, 2023</p> <p>WTAP News Director, along with an Anchor and Meteorologist from our News staff, presented to Marietta College Media Production II Class. Topics discussed were job related details and inner workings of the newsroom/station.</p> <p>Entrepreneurship Mentor</p> <p>WTAP Local Sales Manager became a Marietta College Mentor in the field of Local & Digital Sales. Mentors share their expertise in various settings on campus throughout the year.</p>